

**VA Boston Healthcare System (VABHS):  
Postdoctoral Psychology Fellow with an Emphasis on Interprofessional  
LGBT Health Care for Veterans**

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**Location:** VA Boston Healthcare System  
Brockton (primary) and Jamaica Plain Campuses

**Overview:** VA Boston Healthcare System is pleased to announce a new opportunity in our APA-accredited clinical psychology fellowship program for a Postdoctoral Fellowship with a focus on Lesbian-Gay-Bisexual-Transgender (LGBT) Health Care for Veterans. This is a clinical position, primarily located on the Brockton campus of VA Boston within multiple mental health clinics and a medical Women's Clinic, building a caseload and a program with a focus on LGBT issues. However, at least one day/week will be spent at the Jamaica Plain campus to work with Dr. Jillian Shipherd and others to learn about national policy development and implementation in this area, as well as program development and research activities. Since this is a new program, the Fellow will be encouraged to contribute to the ongoing development of the fellowship program locally as well as learning about national policy and procedure changes for LGBT Veterans.

The Fellow will work at the Brockton campus 3.5-4 days/week, in a large outpatient building which includes a PTSD Clinic, a Center for Returning Veterans (CRV) clinic, a General Mental Health (GMH) clinic, and an Alcohol and Drug Treatment Program (ADTP). These clinics have very high referral rates, as well as a large number of returning veterans and there will be an effort to focus the Fellow's clinical caseload on LGBT Veterans. Although the fellowship is managed by and coordinated through the PTSD Clinic, cases and experiences will be drawn from all clinics as well as residential programs, to ensure an adequate LGBT focus. The Fellow also will provide brief mental health interventions and referral services within the Women's Health Clinic (WHC) in Brockton (a primary care setting), under the mentorship of Megan Gerber, MD. The Fellow will be expected to deliver services to male, female and transgender Veterans, with opportunities to deliver individual, group, and couples therapy, and to gain specialty training as appropriate in such areas as psychological assessments for cross-sex hormone prescriptions, Cognitive Processing Therapy and/or Prolonged Exposure for treatment of PTSD, treatment for substance use disorders, and cognitive behavioral therapy for identity concerns as well as other foci.

Depending on prior experience and training needs, there may also be an opportunity to participate in an externship outside the VA, at the Fenway Community Health Center, which is a leader in community-based LGBT care.

Approximately 1-1.5 days/week, the Fellow will be located at the JP campus of VA Boston. The Fellow will work with Dr. Shipherd, VA Central Office LGBT Program Coordinator to learn about national policy development and implementation regarding LGBT issues. Dr. Shipherd will also guide program development and research activities of the Fellow. In addition, the Fellow may participate in the monthly Interdisciplinary Transgender Treatment Team (ITTT), an administrative meeting to coordinate transgender care. The Fellow will also be involved in Behavioral Medicine assessments for psychological readiness for cross sex hormones and sex reassignment surgery.

Overall, 75% of time will be spent in clinical care and associated activities (individual, group, and possibly couples therapy, assessments, as well as documentation and supervision), with 25% of time reserved for policy and program development and evaluation, and opportunities for involvement in research.

**Number of Fellows:** One full-time Fellow will be admitted this year.

**Length of Training:** One year, to begin 9/1/2013.

**Goals:** Fellowship training is designed to build competency in the six core (APA) clinical competencies as well as the specialty focus of LGBT issues. Educational objectives will be met through a combination of experiential and didactic learning. Clinical training will focus on the development of existing assessment, treatment, and consultation skills. The Fellow will gain experience in program development, evaluation of outcomes, and the conduct of clinically applied research. As this is the first year of LGBT Fellowships within the VA, an effort will be made to coordinate the educational programming nationally. A core curriculum will be developed and every effort will be made to coordinate the activities of the LGBT Fellows across sites. In this way, the Fellow will have opportunities to connect with peers in these positions at other sites. The goal is that this cohort of LGBT Fellows will be poised to take on positions within the VA and become a force multiplier in changing the VA Healthcare System's culture to be inclusive of LGBT Veteran needs.

**Supervision:** Dr. Karen Krinsley serves as the track director for this fellowship training program. Dr. Krinsley is the VABHS PTSD Section Chief, with key supervisory roles in VABHS's psychology internship and fellowship programs, and oversees PTSD programming across campuses, including the Women's Stress Disorders Treatment Team. She is also a VISN 1 PTSD Mentor. Primary clinical supervision through the PTSD Clinic will be provided by Adrienne Abramowitz and Julie Klunk Gillis, PhD. Dr. Abramowitz is the SUD-PTSD specialist in Brockton; prior to her graduate studies, she worked in a community-based LGBT center providing psychological and social support services for LGBT youth. Dr. Klunk Gillis is the Clinical Director of the PTSD Team on the Brockton campus, and also works with returning veterans within the CRV. A main focus of her graduate training was in issues of culturally competent and sensitive mental health care and research. Supervision in the WHC will be under the direction of Megan Gerber, MD, the WHC Director. Additional adjunctive supervision may be provided by Chris AhnAllen,

PhD, who is the current interim chair of the Psychology Service Diversity and Inclusion Committee; section leader (diversity) of the Curriculum Committee within the Boston Consortium in the Clinical Psychology internship program; provides coursework on multiculturalism; serves on the ITTT; and is a co-PI of a 3-year CEMRRAT2 grant from the Office of Ethnic Minority Affairs within the American Psychological Association to support faculty and trainee development in cultural competence. Gabrielle Liverant, PhD, the Director of the GMH Clinic, Brockton, may also provide adjunctive supervision as needed.

**Adjunctive Supervisors on the JP campus:** Jillian Shipherd, PhD, is an LGBT Program Coordinator for Patient Care Services in VA Central Office and the Director of the VA Boston ITTT, who will provide the Fellow with supervision and training. Additionally, she will guide program development and research activities of the Fellow. / DeAnna Mori, PhD, is Director of the Behavioral Medicine service and a member of the ITTT. / Eve Davison, PhD, is Director of the Women's Stress Disorders Treatment Team (WSDTT). / Chris Skidmore, PhD has interests in research, teaching, and clinical work with LGBT civilians and Veterans, and more broadly in diversity issues in psychology training. / Glenn R. Trezza, PhD, Substance Abuse Treatment Program, served as the MH director of the HIV program at VA Boston for 15 years, and remains a diversity advocate within VA. He has been lecturing and supervising about LGBT issues professionally for many years. / Sean Marker, MD is a generalist Psychiatrist.

The Fellow will meet weekly for individual supervision with staff psychologists in the PTSD and other clinics. Fellows receive both individual and group supervision during which clinical, career development and research issues are addressed.

**Research and Program Development:** The Fellow will receive a minimum of four and a maximum of eight hours of protected research time, based on Fellow interests and experience, although additional time may be spent in program development. The Fellow will have ample opportunities to get involved with program development opportunities both locally and nationally. Datasets of LGBT Veterans are currently being gathered and the Fellow will have the opportunity to get involved in these research projects to conduct secondary analyses for presentation and/or publication. The national conference of LGBT Fellows will provide an opportunity for Fellows to practice delivery of scientific presentations and/or job talks to a community of their peers.

## Application Procedures

As from above, applicants for postdoctoral fellowships must be graduates of APA-accredited doctoral programs in Clinical or Counseling Psychology and must have **completed APA-accredited internships by 8/31/2013**. All requirements for the doctoral degree must be completed prior to the start of the fellowship year. Applicants must be US citizens. As an equal opportunity training program, the fellowship welcomes and strongly encourages applications from all qualified candidates, regardless of gender, racial, ethnic, sexual orientation, disability, or other minority status.

The VA Boston Psychology Postdoctoral Fellowship Program evaluates the following criteria when selecting applicants:

- Breadth and quality of prior general clinical or counseling training;
- Quality of experience in the specific area of emphasis to which the applicant applies;
- Quality and scope of research productivity;
- Evidence of personal maturity and accomplishments;
- A clear, thoughtful, and meaningful writing style in application materials;
- Goodness of fit between the applicant's professional goals and program training objectives;
- Strength of letters of recommendation.

All applications are reviewed for eligibility after materials are received. Applications are distributed to directors of each area of emphasis (e.g., PTSD) where they are reviewed and evaluated by supervising faculty in the emphasis area. Telephone or in-person interviews are offered to selective candidates. Applicants are extended offers based on their written application materials and interview presentation.

We make every effort to keep our review process timely and to keep candidates well informed of their status throughout the selection period. Applicants are welcome to contact Amy Silberbogen, Ph.D. ([amy.silberbogen@va.gov](mailto:amy.silberbogen@va.gov)) at any time for updates. We will notify candidates when they are no longer under consideration or when all positions they have applied to have been filled.

**Application materials are due by midnight on February 4, 2013, or until positions are filled. Please note that we are only accepting applications for the LGBT and the Dual Diagnosis tracks at this time. We have moved to electronic submission of all application materials. Please read and follow instructions carefully and prepare the following:**

1. **A statement of interest: If you are applying to more than one track, you must submit a separate statement of interest for each track.** The statement of interest should contain the following information:
  - a. The history of your interest in the specific area(s) of interest;
  - b. Any educational, clinical and research experiences relevant to the specific area(s) of interest;
  - c. A self-assessment of your training needs;
  - d. Your personal goals for the Fellowship;
  - e. A statement of your career goals.

2. **Postdoctoral Fellowship Information Form** – Available on-line at <http://www.boston.va.gov/psychologytraining/fellowship.asp> and as an attachment to this email announcement.
3. **A detailed Curriculum Vita**
4. **Transcript of graduate work.** This does not need to be an official copy. However, if you are accepted into the Fellowship Program, you will need to provide an official copy at that time.
5. **Three letters of recommendation** - one from a faculty member personally familiar with your graduate school performance and at least one from a primary clinical supervisor during the pre-doctoral internship.

### **Application Submission Procedure:**

- All materials should be emailed to [VABostonPsychPostdoc@va.gov](mailto:VABostonPsychPostdoc@va.gov). Please do not mail any materials in hard copy form.
- Any text in your transmittal email will not be saved as part of your application (e.g., we will **only** be reviewing attachments.)
- The file name of all attachments must begin with the applicant's last name and include a descriptor of the file content, for example: "Silberbogen\_Vita" or "Silberbogen\_Statement".
- Letters of recommendation should be emailed to the same address ([VABostonPsychPostdoc@va.gov](mailto:VABostonPsychPostdoc@va.gov)), but should come from the letter writer's university or agency email address (not from personal email addresses). This will be considered an "official" signed copy. We encourage letter writers to send documents as Word or PDF files.

We encourage applicants to be selective and thoughtful when considering submitting applications to multiple areas of emphasis. As indicated above, if you do submit an application for more than one program or area of emphasis, **you should submit a separate statement of interest for each track.**

Please contact track directors with specific questions about training they provide.

\*\*\*Applicants are reminded that they are welcome to contact the Fellowship Director to discuss any issue of relevance. Please contact Dr. Amy Silberbogen at [amy.silberbogen@va.gov](mailto:amy.silberbogen@va.gov) or by phone at **(857) 364-4707**. Many of you are likely aware that APPIC sponsored a Postdoctoral Uniform Notification Date with Reciprocal Offer during last year's recruitment season, but are not doing so this year. We are therefore proceeding with recruitment as VA Boston had done in prior years. Each track will identify the applicant(s) that they would like to make an offer

to whenever they have concluded their interview process (this time period will range based on when and how distinct tracks coordinate interview days.) We understand that accepting a fellowship is a significant decision in one's professional development and will make every effort to support applicants in making decisions about their candidacy at VA Boston. We will notify applicants when they are no longer under consideration or when **all** positions they have applied to have been filled. Applicants should feel free to be in contact with Dr. Silberbogen if they have questions about their candidacy or are negotiating fellowship/job offers with different deadlines.

### **IF AN OFFER IS EXTENDED:**

**Doctoral Degree Requirement:** All offers of acceptance for a postdoctoral position within the VA Boston Psychology Postdoctoral Fellowship Program are strictly contingent upon applicants having completed all requirements (clinical, academic, and administrative) for the doctoral degree. In other words, you cannot start a Postdoctoral Fellowship if you are not "postdoctoral".

If an offer is extended, you will be informed that you must provide evidence that you have completed all academic requirements no later than July 1, 2013. This can take the form of a copy of the diploma or a written attestation of such from your University Department Chair. If you have not defended your dissertation by July 1, 2013, we will also accept documentation from your Department Chair or Dissertation Advisor confirming your defense date prior to August 31, 2013.

If you have not completed all your requirements by July 1, you may request an extension. If, at the end of the extension you have not received the doctoral degree, or if the Fellowship does not initially agree to the extension, the offer of acceptance is withdrawn and considered null and void. At such time, the search process may be re-opened and you may re-apply without prejudice. The search will continue until such time as the position is filled or is cancelled.

One exception to this policy is in the case of an applicant who has completed all the requirements (academic and administrative, including dissertation) for the doctoral degree with the exception of an internship ending between July 1 and August 31<sup>st</sup>. In such case, an extension will be granted.

Fellows have raised the issue of a graduation date that occurs after the start of the Fellowship year. Our policy has been that the completion of all academic (including university acceptance of dissertation), clinical (including internship), and administrative (departmental chair approval) qualifies the candidate to begin the Fellowship. In other words, it is fine if your graduation date occurs after September

1, 2013 as long as you can provide documentation that you have completed all academic, clinical, and administrative responsibilities.